

PERSON SPECIFICATION

Job title: SEND Teaching Assistant

Method of Assessment (MOA)

MOA (Method of Assessment) AF: Application Form I: Interview T: Task or Lesson observation

	Essential	Desirable	MOA
Qualifications and Professional Development			
GCSE (or equivalent) in English and maths at grade C or above	✓		AF/I
Training in autism support strategies - TEACCH, PECS, Makaton	✓		AF/I
Level 2/3 Teaching Assistant, Health & Social Care, or similar	✓		AF/I
Knowledge & Experience			
Substantial experience of working with children and young people with complex autism and/or additional needs	✓		AF/I/T
Experience of providing personal and intimate care to children and young people with complex autism and additional needs	✓		AF/I/T
Experience of using Information Technology to support pupils in the classroom	✓		AF/I
Experience of working as part of a team or independently as required	✓		I
Knowledge of assessment of health needs of the school aged population	✓		AF/I/T
Skills & Abilities			
Knowledge of SEN Code of Practice	✓		AF/I
Ability to provide classroom cover, with agreed parameters in the absence of the class teacher	✓		AF/I
Ability to provide levels of individual attention, reassurance and help with learning tasks as appropriate to pupils' needs, encouraging the pupils to stay on task	✓		AF/I/T
Ability to remain calm and supportive in challenging situations	✓		AF/I/T
Ability to monitor the pupils' response to the learning activities and, where appropriate, modify or adapt the activities as agreed with the teacher to achieve the intended learning outcomes	✓		AF/I
Ability to assist in the recording of lessons and assessment as required by the teacher	✓		AF/I
Excellent verbal and written communication skills	✓		AF/I



Evidence of using own initiative to develop working practice	✓		AF/I
Excellent organisational skills			I/T
Good basic office administration skills including ICT	✓		AF/I/T
Ability to work flexibly if required	✓		AF/I
Ability to work within and apply all school policies e.g. behaviour management, child protection, health & safety, equal opportunities	✓		AF/I
Other			
Personal and emotional resilience	✓		AF/I
Tenacity	✓		AF
Awareness of Safeguarding and Child Protection issues	✓		AF/I
Willingness to maintain confidentiality on all school matters	✓		AF/I
Willingness to participate in further training and developmental opportunities offered by the school and county, to further knowledge including first aid training.	✓		AF/I
An understanding of data protection and confidentiality	✓		AF/I

The Think Differently Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Please be aware that this post is subject to an enhanced DBS clearance check and any offer of employment is made conditional of this. You will also be required to register and pay for the DBS update service and ensure that documentary evidence is produced to ensure annual compliance and updates. You will also be required to provide written consent for the employer to access this information at any time.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

The Think Differently Education Trust undertake to make any “reasonable adjustments” to a job or workplace to counteract any disadvantages a disabled person may have.

